



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u>	<u>Interviewer:</u> Sue Guenter-Schlesinger	RFA #18-75
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u>		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u>		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED] Climate		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input checked="" type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
10/1/18	SGS meeting with [REDACTED]	[REDACTED] indicated does not have a contract this quarter and that he has been working with NTT regarding higher wages and more value for NTT. But feels the climate in the Department ([REDACTED]) is unsafe for marginalized voices to speak up and for those not yet tenured faculty. He said that his partner is going up for tenure and worried about possible repercussions [REDACTED] said that there is a divide between the tenure track (TT) and non-tenure track (NTT) faculty and that the TT faculty have shared governance, but there is a hierarchy there. Options were discussed, but not sure what his outcomes are; not filing a formal complaint
10/11/18	SGS meeting with [REDACTED]	Expressed concern about managing fallout from the symposium and this was happening at the same time as the confirmation hearing for Brent Kavanaugh and people were upset. Said there was a toxic culture because some are afraid to speak out because of the Dept. Chair who sometimes loses his temper. He needs to manage his anger and needs there needs to be a co-chair. He needs more resources and support.
10/17/18	SGS meeting with [REDACTED]	Continued discussion about NTT and how they don't get invited to meetings. Discussed the fact that they didn't have a contract for this year because they

		<p>got a document at end of Spring quarter and wasn't satisfied with the salary. At the same time, the NTT got together and gave the Chair a document about wanting a living wage.</p> <p>There had been an on-going dialogue with the Department Chair about the diversity work [REDACTED] does and they were asking for a higher salary and this should be counted. [REDACTED] fully expected to teach in the Fall but hadn't signed the contract and the contract expired so not teaching this quarter. [REDACTED] said this had happened before and they honored the contract, but not this time.</p> <p>[REDACTED] said they are involved with [REDACTED] and [REDACTED] of [REDACTED] of [REDACTED] day, some joint work with [REDACTED] and thinks they should be compensated. Said there was a verbal agreement with the Dean about that kind of work counting for a higher salary.</p> <p>Said he may want his partner, [REDACTED] to join in discussion about this issue.</p> <p>Next day, 10/18, [REDACTED] met and indicated that the Department Chair had felt they were given an ultimatum by [REDACTED] and felt disrespected and when [REDACTED] asked if he had followed up with [REDACTED], he said he hadn't. Said [REDACTED] is taking a stand on this issue because he wasn't heard and needs to make changes for next year. We're looking for a resolution that involves valuing [REDACTED] contributions to diversity. Said that he feels very supported by the department and believes that the Department Chair is a careful and thoughtful leader but when under severe stress, especially the last couple of months, his behavior is experienced as aggressive by some.</p>
10/25/18	SGS meeting with [REDACTED] and [REDACTED]	<p>Continued with discussion about wanting contract with appropriate salary that is reflective of [REDACTED] work in diversity. He never got back to me when I hadn't signed the contract, while I, along with others were advocating for higher salaries for all NTT, and his contract expired</p> <p>Got permission from [REDACTED] to discuss his situation with Dean. Initial conversation end of October with Dean about opportunities for [REDACTED]</p>
10/30/18	SGS meeting with [REDACTED]	Continued discussion; also indicated he is still working on diversity issues even though he is not being paid. But Dean has recently told him he needed to stop working on this since he wasn't being paid, so told [REDACTED] he would not be able to work with them this quarter.
11/6/18	SGS calls Dean	Continued discussion with Dean who said has been working on meeting more of [REDACTED] needs in contract for Winter and Spring.
11/7/18	SGS meeting with [REDACTED] and [REDACTED]	Related outcome of successful signed contract for [REDACTED] signed a contract for Winter and Spring quarters that shows more value of [REDACTED] role.